Global Challenges for Safety, Health and Well-being at Work: New Strategic Responses

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Secretary General

Work & Well-Being: How Safer, Healthier Work can Enhance Well-Being

2nd International Symposium to Advance Total Worker Health®
May 8-11, 2018 in Bethesda, MD
Global challenges for Prevention
Every year almost **2.8 million people die** (0.38 million due to accidents and 2.4 million due to diseases) and nearly **4 % of global GDP is lost** due to occupational injuries and diseases

Source: ILO/ICOH/EU-OSHA et al. 2017
Industry 4.0 ➡️ Work 4.0
Promoting excellence in social security
Promoting excellence in social security

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An holistic prevention approach needed:
Safety, health and well-being at work
A holistic view on prevention

- Work threats to well-being
- Non-work threats to well-being

Well-being of the population
- Work-related factors
- Non-work-related factors

Model by Dr. Paul A. Schulte (NIOSH) 2013
Person-centred prevention

- The health, well-being and employability of the individual must be at the centre of prevention

- Not only as a worker, but as a whole person

- Not only at the workplace, but in society at large
From «payer» to «player»

Social security organisations contributing to safe, healthy and inclusive workplaces
The ISSA’s 3-dimensional approach to prevention
The ISSA’s 3-dimensional approach to prevention
Socio-economic benefits of prevention

- A potential RoI at enterprise level of *occupational risk prevention* of 1:2.2
- Reductions of approximately 25% in sick leave, health plan costs and workers’ compensation and disability insurance costs due to *workplace health promotion*
- Potential RoI of *return-to-work programmes* of 1:2.9 for social security organisations, of 1:3.7 for employers and 1:2.8 for society
The ISSA Prevention Guidelines

ISSA Guidelines
Prevention of Occupational Risks

ISSA Guidelines
Workplace Health Promotion

ISSA Guidelines
Return to Work and Reintegration
The ISSA Centre for Excellence

- Provides **Prevention Guidelines** and good practices for social security administrations

- Offers **implementation support** incl. technical advice (int. experts from TC Work Injury Insurance and Special Commission on Prevention)

- Offers **capacity building** (Workshops and Diploma Training offered by ISSA Training Consortium)

- Offers possibility of **recognition audit** to achieve “Certificate of Excellence”
„Vision Zero“

- towards a holistic workplace prevention culture
The Vision Zero philosophy

- All occupational accidents, harm and diseases are preventable
- A process – rather than a target
- A transformational approach to prevention
- Building a culture of prevention that integrates both safety, health and well-being at work

Model based on: Zwetsloot, Leka, Kines. Vision zero: from accident prevention to the promotion of health, safety and well-being at work; in Policy and Practice in Health and Safety, IOSH 2017
### Vision Zero vs traditional OSH approaches

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<thead>
<tr>
<th>Traditional OSH approaches</th>
<th>Vision Zero</th>
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<tr>
<td>OSH control strategy</td>
<td>OSH commitment strategy</td>
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<td>OSH goal driven</td>
<td>OSH is a journey, a process</td>
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<tr>
<td>Preventing accidents &amp; disease</td>
<td>Creating safe and healthy work</td>
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<td>OSH programmes</td>
<td>OSH is an integrated part of business</td>
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<td>OSH Management</td>
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<td>OSH owned by a few</td>
<td>OSH owned by all</td>
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<tr>
<td>Benchmark on injuries &amp; illness</td>
<td>Benchmark on good practices and leading indicators</td>
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<td>OSH is a cost</td>
<td>OSH is an investment</td>
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<td>Workers are part of the problem</td>
<td>Workers contribute to solutions</td>
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<td>Incidents are failures</td>
<td>Incidents are opportunities for learning</td>
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<td>OSH management systems</td>
<td>OSH culture and learning</td>
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© Zwetsloot, Leka, Kines. Vision zero: from accident prevention to the promotion of health, safety and well-being at work; in Policy and Practice in Health and Safety, IOSH 2017
Vision Zero - 7 Golden Rules

1. Take leadership – demonstrate commitment
2. Identify hazards – control risks
3. Define Targets – develop programmes
4. Ensure a safe and healthy system – be well-organised
5. Ensure safety and health in machines, equipments and workplaces
6. Improve qualifications – develop competence
7. Invest in People – motivate by participation
Thank you!

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